

**University and College teachers**  
**Revision of salary scales of—**  
**in Maharashtra State.**

**GOVERNMENT OF MAHARASHTRA**

Education Department,

Resolution No. USC—1174/104897-UL,  
 Sachivalaya Avenue, Bombay - 400 002.

Dated : 4th October, 1978.

- READ :**
- (i) Government of India, Ministry of Education & Social Welfare, Department of Education, Letter No. P. 140/74-U.3, dated 2nd November, 1974;
  - (ii) Government of India, Ministry of Education & Social Welfare, Department of Education, Letter No. P.1-9/75/U-3, dated 19th January, 1975;
  - (iii) Government of India, Ministry of Education & Social Welfare, Department of Education, Letter No. 1.1/75-U-1, dated the 30th February, 1975;
  - (iv) Government Letter, Education Department, No.UGO-1175/U, dated 31st April, 1975 to the Government of India;
  - (v) Government Circular, Education Department No. UGO 1175/UL, dated 10th January, 1975;
  - (vi) Government of India, Ministry of Education & Social Welfare (Department of Education), New Delhi, Letter No. P-1-9/75-U-1, dated 7th June, 1975.

**Resolution :** Government has had under its consideration a scheme forwarded by the Government of India for revision of pay scales of University and College teachers, as were made applicable by them to the Central Universities, for adoption in the State with or without modifications. Government has now accepted the recommended pay scales for University and College teachers in this State with some clarifications. Government is accordingly pleased to sanction implementation of the scheme for revision of pay scales of University and College teachers in this State as follows :

1. **Pay Scales :** The existing and revised pay-scales now sanctioned for different categories of University and College teachers are shown below :-

Sl. No.	Present designation	Existing scale of pay	Revised Designation	Revised scale of pay
		Rs.		Rs.
<b>1. University Teachers</b>				
1.	Professor (Sr. Rank)	1800-2100-1800	Professor	1800-2100-1800-100-2000-155/3-2000.
2.	Professor	1700-20-1800-20-1800		
3.	Reader	700-20-1200	Reader	1200-20-1500-60-1500.
4.	Lecturer	600-20-900-20-900	Lecturer	700-20-1100-40-1000.

Sr. No.	Present designation	Existing scale of pay	Revised Designation	Revised scale of pay
		Rs.		Rs.
<b>II. College Teachers</b>				
4.	Principal	200-25-1000	Principal	*1200-40-1800-100-2000-125-2400.
5.	—do—	700-25-1200	—do—	*1200-40-1800-25-1800.
7.	Sr. Lecturer	700-25-1200	Lecturer	700-25-1100-25-1200. A maximum of 25-1200.
8.	—do—	400-25-600-25-800		
9.	Lecturer (Jr. Grade)	300-25-500		
10.	Demonstrator/Tutor	200-25-400	Demonstrator/Tutor	200-25-400-25-500.

\*These scales will be applicable to Principals of Non-Government Colleges in the State. The Principals of Colleges having (i) an income of over 1,000 and (ii) possessing such other qualifications and experience as the University may prescribe shall get the higher scale while Principals of Colleges having an income below 1,000 shall get the lower scale. In case of Principals of Government Colleges, scales will be issued separately on receipt of specific proposals from the Director of Higher Education, Maharashtra State, Poona.

The revised pay scales are indicative of D.A. admissible on 1-1-75. The teachers will be eligible to get the D.A. equal to the increase sanctioned by the State Government effective from a date after 1-1-75. Similarly, the lecturers will be eligible to get house rent allowance and compensatory fixed allowance as admissible, in addition to the pay in the revised scales.

3. To whom applicable and date of operation : The revised scales are applicable to all categories of teachers mentioned in "1" above, employed by the six Universities in the State and Colleges affiliated to them in the Faculties of (i) Arts, (ii) Science, (iii) Commerce and (iv) Education. The revised scales are introduced with retrospective effect from 1st January 1975.

3. Manner of Fixation of pay : The Government of Maharashtra has accepted the formula for fixation of pay of teachers given by the Government of India (Appendix I). The pay of individual teachers should be fixed in accordance with these principles. Tables showing fixation of pay in various scales at various stages are appended as Appendix II for guidance for fixation of pay of University and College teachers.

4. The Date of Increment : The date of increment in the revised scales of pay should be determined on the following principles :—

- Where the initial pay in the University Grants Commission Scales provides for increase in the basic pay by an amount equal to or higher than the rate of increment in the existing scale, the next increment should accrue after completion of full incremental period from the date the teacher elects to come over to the University Grants Commission scale.
- Where the increase is not provided to the extent indicated in (i) above, the next increment of the teacher should accrue on completion of full incremental period or on the date of his normal increment in the existing scale, whichever is earlier.

5. Terms and Conditions attached to the revised scales : The terms and conditions attached to the revised scales are mentioned in Appendix III appended to this Resolution. The teachers opting for these scales will have to enter into an agreement with the management about their acceptance of these conditions precedent to their availing themselves of these revised scales, in the prescribed form (Appendix IV). They will have to give in the prescribed form (Appendix V) an option for either to switch over to the revised scales of pay or to continue in their present scales by 30th November, 1975. The option once exercised will be final. Teachers in Government Colleges will, however, be governed by the H.C.S.Rs.

4. **Qualifications:** The qualifications prescribed by the University Grants Commission and accepted by the Government of India have also been accepted by the Government of Maharashtra, and are precedent to the teachers' becoming eligible for the revised scales on permanent basis. They are as given below:—

(a) **University Lecturers:**

- (i) A Doctor's degree or published work of an equally high standard; and
- (ii) Consistently good academic record with first or high second class (B+) at Master's degree or equivalent degree of a foreign University.

Having regard to the need for developing inter-disciplinary programmes, the degrees in (i) and (ii) above may be in relevant subjects.

(b) **College teachers:**

- (i) A consistently good academic record with first or high second class (B+) at Master's degree in a relevant subject or an equivalent degree of a foreign University, and
- (ii) A M. Phil. degree or a recognised degree beyond the Master's level or published work indicating the capacity of a candidate for independent research work.

The qualifications are applicable to both existing teachers and the teachers who may be recruited hereafter. In the case of existing teachers who do not possess the above prescribed qualifications will have to acquire them within a period of five years failing which they will not be allowed to earn future increments after expiry of the five-year period in the revised scales. The period of five years will be reckoned from 1st April, 1978.

In respect of new recruitments to the posts of teachers in University/Colleges, the Universities/Colleges may recruit a person with a lower qualification only in case a person with the prescribed qualifications is not available or is not considered suitable, provided that such person will have to acquire the prescribed qualifications within five years from the date of his appointment.

5. **Work-load:** Teachers in a University/College will have a work-load of not less than 40 clock hours in a week. Out of these 40 hours, a minimum of 16 clock hours will have to be spent by a teacher on the official premises of the institution for class-room work like teaching, guidance and tutorials or consultation. However, the actual number of hours to be devoted to class-room work will be determined by the University. The remaining hours should be devoted to research, preparation for teaching, correction and examination work including invigilation, extra-curricular activities, administration and professional work.

6. **Vacation:** "Vacation" does not mean that a Teacher is automatically on holiday or otherwise ceases to work for the University/College, even if required to do so, and every teacher shall be expected to undertake such work, even when the University/College is not functioning, as may be assigned to him by the competent authority relevant to his duties as a teacher, whether of a curricular, co-curricular, extra-curricular or extra-mural nature, including applied or field work relative to his subject, or work of the nature of social service, inside or outside the area of the University/College;

Provided that care is taken in assigning such work that every Teacher is able to enjoy, over the year, a total of six weeks' holiday whether in the area of the University/College itself, or by permission, outside it.

9. **Superannuation:** The age of superannuation for teachers, as well as for Principals of University and non-Government affiliated Colleges shall be sixty years and thereafter no further extension in service shall be given. A teacher who has already been given extension on attaining the age of sixty years on January 1, 1978 or thereafter, shall continue to be in the old scale of pay during the period of extension and shall not be permitted to opt for the revised scale.

Teachers in Government Colleges, will, however, be governed by the relevant rules framed by Government.

10. **Mode of Recruitment:** Future recruitment to posts of teachers in Colleges and Principals of Colleges shall be made through a Selection Committee, the composition of which is specified in the terms and conditions (Appendix II). The selection of teachers in the Universities will continue to be made in accordance with the provisions in the respective University Act and the statutes made thereunder.

11. **Remuneration for extra-duty:** The revised pay-scales are inclusive of an element on account of remuneration for examination work. Consequently, the University/College teachers getting the revised scale will not be entitled to any remuneration for examination work allotted in any University/College within the State. Failure to do examination work allotted, will be taken to mean dereliction of duty and apart from any action which the University may take, the teachers will make themselves liable to being debarred the benefits of the revised scales. /e

12. **Code of Conduct:** The Universities should draw up a code of conduct for its teachers, and those in affiliated colleges, keeping in view the various terms and conditions mentioned in Appendix III in general and those mentioned above in particular, and also initiate action to frame statutes under section 41 of the respective University Act of 1974. Teachers in Government Colleges, will, however be governed by the relevant rules framed by Government.

13. **Assessment of work:** A lecturer in a college will be allowed to draw increment after the stage of Rs. 1,800/- only after his work has been assessed and found satisfactory, in a manner to be decided by the University.

In addition, there will be an assessment of the work of every University and college teacher, every three years in a manner to be prescribed by the University and record maintained in the University and college office.

14. **Conversion of the posts of Demonstrators/Tutors:** Government has decided to:

- (a) upgrade the existing posts of demonstrators/tutors into those of lecturers which are held by persons possessing qualifications for the posts of lecturers as prescribed by the University and/or by the University Grants Commission. This upgradation shall be operative from the beginning of the Academic Year 1978-79. The condition regarding making up of deficiencies in qualifications within five years as mentioned in para 8 above with effect from the date of upgradation will be applicable to such of those persons who do not possess the qualifications prescribed by the University/University Grants Commission for the posts of a Lecturer.

All persons who are appointed as Lecturers under these orders will be kept on probation in the post of a lecturer for a period of two years.

- (3) sanctioned the revised scale of pay to demonstrators? i.e. Rs. 560-90-700-90-900 to those not covered by (a) above, the preceding qualifications prescribed by the respective institutions for the posts of demonstrators/tutors. This will be given retrospective effect as in the case of other categories of teachers i.e. from 1st January, 1973.
- (c) continue the existing scale of pay to such demonstrators/tutors who are not covered by (a) & (b) above.

In order to help the process of progressive abolition of cadre of demonstrators/tutors, no new recruitment to this cadre shall be made hereafter.

11. **Restrictions on new recruitment:** No new recruitment of teachers in cadre other than Demonstrators/Tutors ordinarily be necessary by the University/College, unless absolutely necessary as directed in parts 1 and 2 of Government Circular No. DGG 1124/U, dated 14th May, 1973.

12. **Fixation of pay and providing claim for payment of arrears:** The University/College authorities should initiate action for fixing the pay of each individual teacher after completing the necessary formalities of obtaining an agreement and an option from each teacher for coming over to the revised scale vide para 5 above. The pay of the teacher as well as the arrears that would be due to him should then be worked out in the form to be prescribed by the Director of Higher Education. This pay-fixation including arrears payment should be got approved from the respective audit squads of Education Department which have been located at each Revenue Divisional Headquarters.

The University/College shall submit a statement of expenditure, every month, on account of revision of scale of pay of University/College teachers to the Director of Higher Education in a prescribed form.

13. **Procedure to be adopted by the Director of Education(H.E.):** The Director of Higher Education should send a quarterly statement to the Accountant General, Maharashtra, Bombay and the Accountant General, Maharashtra, Nagpur and claim the part from the Government of India before the close of every year. The Accountant General, Maharashtra, Bombay, should be requested to credit the Government of India's share under Receipt Head - 077-Education-B-University and other Higher Education. (b) other receipts—(i) Contributions from University Grants Commission."

The additional expenditure on pay proper on account of revision of scales of pay of teachers in University, Government and non-Government Colleges as on 1st January, 1973 shall be shared for the period from 1st January 1973 to 31st March, 1973 between the Government of India and the State Government in the ratio of 80-20. Thereafter, the entire liability on account of this additional expenditure will be borne by the State Government. Posts which were not lying vacant for more than six months as on 1-1-73 will be treated as posts existing as on 1-1-73 for this purpose. The additional expenditure on pay proper on account of application of revised pay scales to all posts of teachers created after 1st January 1973 shall be borne entirely by the State Government. The Universities and the non-Government Colleges should be informed that any additional expenditure on new posts of teachers created hereafter shall be disallowed if prior sanction of the Director of Higher Education is not obtained by them.

18. **Classification:** The Director of Higher Education shall submit for the scheme and inner classification, if any, sought by the Universities or Colleges. The Director of Higher Education may obtain orders of Government in the matter, whenever necessary.

19. **Budget-Heads:** The expenditure on this account should be debited to the following sub-heads and detailed heads of accounts under the budget-head "299-Education" as under:-

(A) **A—University and Other Higher Education:**

(i) (a) Assistance to Universities for non-technical Education;  
(ii) Grants for improvement of Salary Scales;

(ii) (a) Government Colleges:-

(a) I—Government Arts Colleges.

I-a—Government Colleges—Salaries;

(ii) (a) II—Science Colleges.

II-a—Government Science Colleges—Salaries;

(ii) (a) IV Government Commerce Colleges.

(a) Government Commerce Colleges—Salaries;

(ii) (a) Assistance to non-Government Colleges.

(a) Grants for introduction of University Grants Commission Scales;

(B) **B—Secondary—(i) Teachers Training:**

a-(i) Government Colleges of Education—Salaries;

a-(ii) Graduate High Training Colleges—Salaries;

a-(iii) Assistance to non-Government Colleges of Education.

20. These orders issue with the concurrence of the Finance Department vide their Unofficial reference No. F.D/702, dated 2-7-1972.

By order and in the name of the Governor of Maharashtra.

(K. K. MOHITE)

Secretary to Government,

## FORMULA FOR FIXATION OF PAY IN THE REVISED SCALES

The initial pay in the revised scale shall be fixed in the following manner :

1. (A) In the case of a teacher drawing basic pay upto and including Rs. 1800 in the existing scale.

- (a) an amount representing five per cent of the basic pay subject to a minimum of Rs. 15 and a maximum of Rs. 50 shall be added to the existing emoluments of the teacher.

*Explanation I :* Existing emoluments means Basic Pay plus Dearness Allowance as on 31-12-72 plus Interim Relief, if any, sanctioned during 1-8-1974 and 1-1-1975 and not any other allowance.

*Explanation II :* If the amount so computed includes a part of a rupee, then, if such part is fifty paise or more, it shall be increased to one complete rupee and if such part is less than fifty paise, it shall be ignored.

- (b) after the existing emoluments have been increased and computed as specified in clause (a) the pay shall be fixed in the revised scale at the stage equal to the amount so computed or, if there is not such stage in the revised scale, at the stage next above the amount so computed :

Provided that :

- (i) If the amount so computed under clause (a) is less than the minimum of the revised scale, the pay shall be fixed at the minimum of that scale.
- (ii) If the amount so computed under clause (a) is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale :

Provided further that, except in cases where the pay is fixed at the minimum of the revised scale, if the revised emoluments as determined under this sub-rule, exceed the existing emoluments by more than Rs. 100 the initial pay shall be fixed at the highest stage in the revised scale at which the revised emoluments payable do not exceed the existing emoluments by Rs. 100 and the difference, if any, between the existing emoluments plus Rs. 100 and the revised emoluments so payable shall be allowed as personal pay to be absorbed in future increase in pay.

*Explanation :* Revised emoluments means the Basic Pay of the teacher in the revised scale.

- (B) In the case of a teacher drawing basic pay exceeding Rs. 1800/- in the existing scale, the initial pay in the revised scale shall be fixed under the provision of R.C.S.R. 61, 64, & 67 and for this purpose, his pay in the existing scale shall be deemed to include the dearness allowance, if any, drawn by him.

*Note I :* Where a teacher is holding a permanent post and is officiating in a higher post and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only, provided he has continuously officiated in that post for not less than one year as on the 1st day of January, 1973 and the pay so fixed shall be treated as substantive pay. Where such teacher has not completed one year's continuous service in the higher officiating post as on the 1st



in the existing scale and his pay in the revised scale fixed with reference to the officiating pay shall be treated as substantive pay in the scales either on confirmation in the higher officiating post or after relinquishing service for the period by which it falls short of one year on the 1st day of January, 1973, whichever is earlier, provided that in the latter case, it is certified by the appointing authority that he would have continued to officiate in the higher officiating post during this period had the revised scales not been introduced. If, however, the appointing authority certifies that he would have reverted to the lower post during this period, his pay in the revised scale would, from the date on which he would have reverted, be regulated on the basis of the pay fixed on the 1st day of January, 1973, with reference to his substantive pay in the lower post.

**Note 2 :** Where the existing emoluments exceed the revised emoluments in the case of any teacher, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

**Note 3 :** Where in the fixation of pay under clause (b) of paragraph (A) or paragraph (B) the pay of a teacher drawing pay at more than five consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of these teachers who are drawing pay beyond the first five consecutive stages in the existing scale shall be stepped upto the stage where such bunching occurs, as under, by the grant of increment (B) in the revised scale in the following manner, namely :—

- for teachers drawing pay from the 6th upto 10th stage in the existing scale—By one increment.
- for teachers drawing pay from the 11th upto the 15th stage in the existing scale, if there is bunching beyond the 10th stage—By two increments.
- for teachers drawing pay from the 16th upto 20th stage in the existing scale, if there is bunching beyond the 15th stage—By three increments.

If by stepping up of the pay as above, the pay of a teacher gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a teacher who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped upto only to the extent by which it falls short of the former.

**Note 4 :** Where in the fixation of pay under clause (b) of paragraph (A) or paragraph (B) the pay of a teacher, who in the existing scale was drawing immediately before the 1st day of January, 1973 more pay than another teacher junior to him in the same scale, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised scale as that of the junior.

**Note 5 :** Where as on the 1st day of January, 1973, a teacher is in receipt of personal pay which together with his existing emoluments exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such teacher as personal pay to be absorbed in future increases in pay.



**II. Date of next increment in the revised scale :** The next increment of a teacher whose pay has been fixed by the revised scale in accordance with rule I shall be granted on the date he would have drawn his increment, had he continued in the existing scale.

Provided that in cases where the pay of a teacher is stepped up in terms of Note 2 of rule I, the next increment shall be granted on the completion of qualifying service of twelve months from the date of the stepping up of the pay in the revised scale.

Provided further that, in cases other than those covered by the preceding provision, the next increment of a teacher whose pay is fixed on the 1st day of January, 1870 at the same stage as the one fixed for another teacher junior to him in the same order and drawing pay at a lower stage than his in the existing scale, shall be granted on the same date as admissible to his junior, if the date of increment of the junior happens to be earlier.

**Explanation :** For the purpose of this rule, increment shall be construed to mean stages in the time scale and not necessarily actual increment in pay (that is to say, where an increment in any scale is not actual, the increment shall be construed as carrying as many stages as the number of years of service required to be rendered for earning an increment).

## APPENDIX-II

## Table for Fixation of Pay

## (A) UNIVERSITY DEPARTMENT

1. Professor

(Senior Grade)

Existing Scale	Rs. 1200-225-1200		Revised Scale	Rs. 1200-25-1200-100-2000-1200-1200	
Stage	Basic Pay	Director Allowance	Existing Emoluments	5% of basic pay subject to min. of Rs. 15 & Maximum of Rs.	Revised Emoluments
	Rs.	Rs.	Rs.	Rs.	Rs.
1.	1200	100	1300	65	1365
2.	1700	140	1840	85	1925
3.	1900	160	2060	95	2155

## 2. Professor

Existing Scale	Rs. 1000-25-1000-50-1200		Revised Scale	Rs. 1200-25-1200-100-2000-1200-1200	
Stage	Basic pay	Director Allowance	Existing Emoluments	5% of basic pay subject to min. of Rs. 15 & Maximum of Rs.	Revised Emoluments
	Rs.	Rs.	Rs.	Rs.	Rs.
1.	1200	100	1300	65	1365
2.	1300	100	1400	65	1465
3.	1500	100	1600	75	1675
4.	1700	100	1800	85	1885
5.	1900	100	2000	95	2095
6.	2100	100	2200	105	2305
7.	2300	100	2400	115	2515
8.	2500	100	2600	125	2725
9.	2700	100	2800	135	2935
10.	2900	100	3000	145	3145

## 3. Readers

Existing Scale	Rs. 700-50-700		Revised Scale	Rs. 800-25-800-50-1000	
Stage	Basic pay	Director Allowance	Existing Emoluments	5% of basic pay subject to minimum of Rs. 15 & maximum of Rs. 50.	Revised Emoluments
	Rs.	Rs.	Rs.	Rs.	Rs.
1.	700	100	800	35	835
2.	750	100	850	37	887
3.	800	100	900	40	940
4.	850	100	950	42	992
5.	900	100	1000	45	1045
6.	950	100	1050	47	1097
7.	1000	100	1100	50	1150
8.	1050	100	1150	52	1202
9.	1100	100	1200	55	1255
10.	1150	100	1250	57	1307
11.	1200	100	1300	60	1360
12.	1250	100	1350	62	1412

## A. LABORERS

Existing Scale :		No. 400-450-500-550-600		Revised Scale :		No. 100-40-1100-40-1800	
Stage	Basic pay	Dearness Allowance	Existing Emoluments	8% of basic pay subject to minimum of Rs. 15 & maximum of Rs. 25		Revised Emoluments.	
	Rs.	Rs.	Rs.	Rs.		Rs.	
1.	400	110	510	32		540	
2.	420	115	535	33		555	
3.	440	120	560	34		574	
4.	460	125	585	35		590	
5.	480	130	610	36		606	
6.	500	135	635	37		622	
7.	520	140	660	38		638	
8.	540	145	685	39		654	
9.	560	150	710	40		670	
10.	580	155	735	41		686	
11.	600	160	760	42		702	
12.	620	165	785	43		718	
13.	640	170	810	44		734	
14.	660	175	835	45		750	
15.	680	180	860	46		766	

## (B) COLLEGES

## B. Principals of colleges having postgraduate (teaching)

Existing Scale		No. 200-30-1000		Revised Scale :		(i) Rs. 1000-30-1500-40-1800 (ii) Rs. 1500-40-1800-150-2000-1900-2500	
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Stage	Basic pay	Dearness Allowance	Existing Emoluments	8% of basic pay subject to minimum of Rs. 15 & maximum of Rs. 40		Revised Emoluments 1000-1900	1500-2500
	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.
1.	200	50	250	16		266	1500
2.	250	60	310	20		330	1500
3.	300	70	370	24		394	1500
4.	350	80	430	28		458	1500
5.	400	90	490	32		522	1500
6.	450	100	550	36		586	1500
7.	500	110	610	40		650	1500
8.	550	120	670	44		714	1500
9.	600	130	730	48		778	1500
10.	650	140	790	52		842	1500

## (C) Principals

Existing Scale		No. 700-40-1100		Revised Scale :		(i) Rs. 1000-50-1500-60-1800 (ii) Rs. 1800-60-1900-150-2000-2200-2500	
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Stage	Basic Pay	Dearness Allowance	Existing Emoluments	8% of basic pay subject to minimum of Rs. 15 & maximum of Rs. 40		Revised Emoluments 1800-1900	1900-2500
	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.
1.	700	245	945	56		1000	1800
2.	750	255	1005	60		1060	1800
3.	800	265	1065	64		1120	1800
4.	850	275	1125	68		1180	1800
5.	900	285	1185	72		1240	1800
6.	950	295	1245	76		1300	1800
7.	1000	305	1305	80		1360	1800
8.	1050	315	1365	84		1420	1800
9.	1100	325	1425	88		1480	1800
10.	1150	335	1485	92		1540	1800
11.	1200	345	1545	96		1600	1800

7 Gender Lecturers

Existing Scale Rs. 700-80-1200

Revised Scale Rs. 700-40-1100-50-1800  
Amendment 28-1900.

Stage	Basic Pay	Dearness Allowance	Existing Emoluments	5% of basic pay subject to minimum of Rs. 15 & maximum of Rs. 25	Revised Emoluments
	Rs.	Rs.	Rs.	Rs.	Rs.
1.	700	245	945	47	992
2.	740	245	985	37	1022
3.	780	260	1040	39	1120
4.	820	260	1080	41	1160
5.	860	260	1120	43	1200
6.	900	260	1160	45	1240
7.	940	260	1200	47	1280
8.	980	260	1240	49	1320
9.	1020	260	1280	51	1360
10.	1060	260	1320	53	1400
11.	1100	260	1360	55	1440

8. Lecturers (Junior Grade)

Existing Scale Rs. 400-40-600-40-800

Revised Scale Rs. 400-20-1100-50-1800-  
Amendment 49-1900

Stage	Basic Pay	Dearness Allowance	Existing Emoluments	5% of basic pay subject to minimum of Rs. 15 & maximum of Rs. 30	Revised Emoluments
	Rs.	Rs.	Rs.	Rs.	Rs.
1.	400	204	604	20	700
2.	420	204	624	21	740
3.	440	204	644	22	780
4.	460	204	664	23	820
5.	480	204	684	24	860
6.	500	204	704	25	900
7.	520	204	724	26	940
8.	540	204	744	27	980
9.	560	204	764	28	1020
10.	580	204	784	29	1060
11.	600	204	804	30	1100
12.	620	204	824	31	1140
13.	640	204	844	32	1180
14.	660	204	864	33	1220
15.	680	204	884	34	1260
16.	700	204	904	35	1300
17.	720	204	924	36	1340
18.	740	204	944	37	1380
19.	760	204	964	38	1420
20.	780	204	984	39	1460
21.	800	204	1004	40	1500

9. Lecturers (Junior Grade)

Existing Scale Rs. 500-50-600.

Revised Scale Rs. 700-40-1100-50-1800-  
Amendment 50-1900

Stage	Basic Pay	Dearness Allowance	Existing Emoluments	5% of basic pay subject to minimum of Rs. 15 & maximum of Rs. 30	Revised Emoluments
	Rs.	Rs.	Rs.	Rs.	Rs.
1.	500	240	740	25	765
2.	520	240	760	26	786
3.	540	240	780	27	807
4.	560	240	800	28	828
5.	580	240	820	29	849
6.	600	240	840	30	870
7.	620	240	860	31	891
8.	640	240	880	32	912
9.	660	240	900	33	933
10.	680	240	920	34	954
11.	700	240	940	35	975
12.	720	240	960	36	996
13.	740	240	980	37	1017
14.	760	240	1000	38	1038
15.	780	240	1020	39	1059
16.	800	240	1040	40	1080
17.	820	240	1060	41	1101
18.	840	240	1080	42	1122
19.	860	240	1100	43	1143
20.	880	240	1120	44	1164
21.	900	240	1140	45	1185
22.	920	240	1160	46	1206
23.	940	240	1180	47	1227
24.	960	240	1200	48	1248
25.	980	240	1220	49	1269
26.	1000	240	1240	50	1290
27.	1020	240	1260	51	1311
28.	1040	240	1280	52	1332
29.	1060	240	1300	53	1353
30.	1080	240	1320	54	1374
31.	1100	240	1340	55	1395
32.	1120	240	1360	56	1416
33.	1140	240	1380	57	1437
34.	1160	240	1400	58	1458
35.	1180	240	1420	59	1479
36.	1200	240	1440	60	1500
37.	1220	240	1460	61	1521
38.	1240	240	1480	62	1542
39.	1260	240	1500	63	1563
40.	1280	240	1520	64	1584
41.	1300	240	1540	65	1605
42.	1320	240	1560	66	1626
43.	1340	240	1580	67	1647
44.	1360	240	1600	68	1668
45.	1380	240	1620	69	1689
46.	1400	240	1640	70	1710
47.	1420	240	1660	71	1731
48.	1440	240	1680	72	1752
49.	1460	240	1700	73	1773
50.	1480	240	1720	74	1794
51.	1500	240	1740	75	1815
52.	1520	240	1760	76	1836
53.	1540	240	1780	77	1857
54.	1560	240	1800	78	1878
55.	1580	240	1820	79	1899
56.	1600	240	1840	80	1920
57.	1620	240	1860	81	1941
58.	1640	240	1880	82	1962
59.	1660	240	1900	83	1983
60.	1680	240	1920	84	2004
61.	1700	240	1940	85	2025
62.	1720	240	1960	86	2046
63.	1740	240	1980	87	2067
64.	1760	240	2000	88	2088
65.	1780	240	2020	89	2109
66.	1800	240	2040	90	2130
67.	1820	240	2060	91	2151
68.	1840	240	2080	92	2172
69.	1860	240	2100	93	2193
70.	1880	240	2120	94	2214
71.	1900	240	2140	95	2235
72.	1920	240	2160	96	2256
73.	1940	240	2180	97	2277
74.	1960	240	2200	98	2298
75.	1980	240	2220	99	2319
76.	2000	240	2240	100	2340

## 10. Demonstrators/Tellers

Existing Scale: No. 220-25-225

Proposed Scale: No. 220-25-225-25-250.  
(for existing incumbents only)

Step	Basic Pay	Maximum Allowance	Existing Step-Increase	% of basic pay subject to limitation of St. 13 & corresponding of St. 22	Maximum Encumbrance
	No.	No.	No.	No.	No.
1.	220	245	225	15-220	225
2.	221	246	226	16-221	226
3.	222	247	227	17-222	227
4.	223	248	228	18-223	228
5.	224	249	229	19-224	229
6.	225	250	230	20-225	230
7.	226	251	231	21-226	231
8.	227	252	232	22-227	232
9.	228	253	233	23-228	233
10.	229	254	234	24-229	234
11.	230	255	235	25-230	235

## APPENDIX III

## Terms and Conditions attached to the Revised Scales

(4) Recruitment to all categories of teachers, lecturers, Readers and Professors in Universities shall be made strictly on merit and on the basis of all India advertisement and selection. The qualifications prescribed for the posts should essentially be related to the academic attainment in the subject concerned and should not be linked with language or other regional considerations. Appointments should not be made on communal or caste considerations. The selection Committee should have outside experts and their constitution should be prescribed by the statutes of the concerned University.

(ii) For future recruitment to the posts of Lecturers in Universities as well as in Colleges, the minimum qualifications shall be as may be determined by the University Grants Commission from time to time.

(iii) The existing lecturers in Colleges who did not possess, at the time of their initial recruitment minimum qualifications as prescribed by the University Grants Commission, should be required to attain these qualifications within five years. If they fail to do so during this period, they shall not be allowed to earn any future increment, till they acquire the qualifications.

(iv) All appointments of teachers in colleges shall be made on merit and on the basis of all India advertisement. The qualifications prescribed for the posts should essentially be related to the academic attainment in the subject concerned and should not be linked with language or other regional considerations. Appointment should not be made on communal or caste considerations. The constitution of a Selection Committee for recruitment to the posts of teachers in a college should be as follows :-

- (a) Chairman, Governing Body of the College or his nominee;
- (b) a nominee of the Vice-Chancellor;
- (c) one expert to be nominated by the University;
- (d) one nominee of the Director of Education (Higher Education);
- (e) Principal of the college; and
- (f) Head of the Department concerned of the College.

No selection shall be considered valid unless at least one expert is present. The recommendations of the Selection Committee shall be subject to the approval of the Vice-Chancellor.

(v) All appointments of Principals of Colleges shall be made by a Selection Committee composed of the following :-

- (a) Chairman, Governing Body of the College;
- (b) One Member of the Governing Body;
- (c) Two nominees of the Vice-Chancellor;
- (d) One nominee of the Director of Education (Higher Education).

The recommendations of the Selection Committee shall be subject to the approval of the Vice-Chancellor.

(vi) The period of probation of a teacher shall in no case be more than 24 months. The Executive Council/Governing Body of the College may, for reasons to be recorded, reduce the condition of probation. The Executive Council/Governing Body shall have the right to assess the suitability of a teacher for confirmation even before the expiry of the period of 24 months from the date of his/her appointment but not earlier than 9 months from that date. A suitable provision may be made in the Ordinance/Statutes prescribing a schedule for placing cases regarding confirmation before the appropriate authority well in time before the date of expiry of the probation period.

(vii) The age of superannuation for Teachers as well as for Principals shall be 60 years and thereafter no further extension in service shall be given. A teacher who has already been given extension on attaining the age of 60 years on January 1, 1970 or thereafter shall continue to be in the old scale of pay during the period of extension and shall not be permitted to opt for the revised scale.

(viii) No Teacher/Principal shall be paid any remuneration for examination work, including invigilation work, within any University/Institution in the State.

(ix) The work-load of teachers, submission of plan of work etc., shall be as may be determined by the University from time to time.

(x) The existing post graduate teachers in the colleges, who are designated as Senior Lecturers/Readers, in the scale of Rs. 700-1100 shall be placed in the revised scales of Rs. 700-1600.

(xi) The increment at Rs. 1800 in the scale of Rs. 700-40-1100-55-1800—Assessment-20-1800, prescribed for college lecturers, shall be done by a Committee to be appointed by the University.

(xii) The revised scale of Rs. 800-900 is for the existing Demonstrators/Tutors only. In future, Demonstrators/Tutors shall not be appointed in University and Colleges.

(xiii) The fixation of pay in the revised scales of pay shall be according to the formula indicated in Appendix I.

(xiv) Each University shall draw up a code of conduct for its teachers keeping in view the recommendations made by the Sex Committee in this regard.



## FORM OF AGREEMENT

THIS AGREEMENT made this ..... day of .....  
 One thousand Nine hundred and Seventy Five between Shri/Smt./Kun.  
 ..... Demonstrator/Tutor/Reader/Senior/  
 Junior Lecturer/Professor of ..... Principal  
 of ..... College/University Established by  
 ..... hereinafter referred to as "the Employee"  
 (which expression shall unless the context does not so admit include his/her  
 heirs, executors and administrators of the One Part and .....  
 College/University hereinafter referred to as "the said College/University"  
 of the Other part.

WHEREAS the Employee has been working as a Demonstrator/Tutor/  
 Reader/Reader/Junior Lecturer/Professor of .....  
 Principal of the said College/University from the ..... day  
 of ..... 1975.

AND WHEREAS the Government of Maharashtra has by Government  
 Resolution, Education Department bearing No. USC 1174/104867-U, dated the  
 ..... October 1975 (hereinafter referred to as "the said  
 Resolution" a copy whereof is annexed hereto) sanctioned a scheme for  
 revision of the pay scales of the University and College teachers.

AND WHEREAS accordingly the said College/University has agreed  
 to revise the pay scale of the Employee on the Employee agreeing to accept  
 and duly comply with the terms and conditions laid down by the Government  
 of Maharashtra by the said Resolution which the Employee has agreed to do.

NOW THIS AGREEMENT WITNESSETH AND IT IS HEREBY  
 AGREED AND DECIDED by and between the Parties hereto as follows:—

In consideration of the said College/University agreeing to revise the pay  
 scale of the Employee and to pay to him/her the remuneration as may be  
 payable to him/her as per the said relevant revised scale applicable to him/her  
 as specified in the said Resolution, notwithstanding anything to the contrary  
 in that regard contained in his/her contract of service and/or conditions of  
 service, the Employee doth hereby—

- (1) agree, accept and duly comply with terms and conditions speci-  
 fied in the said Government Resolution;
- (2) agree to have these conditions inserted in the contract of his  
 appointment which he has already executed or which he may  
 have to execute hereafter;
- (3) agree that in the event of his failure to abide by these conditions  
 he shall cease to derive benefits of revised pay scales.

IN WITNESS WHEREOF Sheriff, John

the Employee above-named has hereunto set his/her hand and

Common seal of University has been hereunto affixed;

Members of the Managing Committee/Governing Body of

have set their respective hands, this day and year first of January above-written.

Signed and delivered by

Sheriff, John.

the Employee above named in the presence of

1. \_\_\_\_\_

2. \_\_\_\_\_

Or

Signed and delivered by—

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

5. And the present meeting of

of the Managing Committee/Governing Body of

in the presence of

1. \_\_\_\_\_

2. \_\_\_\_\_